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Curriculum Of SAP S4 HANA HR (HCM)

ERP CONCEPT & SAP S4® SOFTWARE PACKAGE

- Introduction to ERP Concept, Need, & its Role, ERP Products available in the Market
- Introduction to SAP S4® software package, Role of SAP S4® & its Importance in the Market
- Three Layer Architecture of SAP®, Landscape system of SAP S4®
- ASAP Methodology
- Different Sub modules of SAP S4® HR, Inter-relation of SAP S4® HR with other Sub Modules, Defining Country, Regions, Currency and Calendars

OVERVIEW

- SAP S4 overview
- S4 HANA Version overview
- Activate Methology
- S4 HANA other Module's overview
  - ❖ FI
  - ❖ MM
  - ❖ HR (HCM)
  - ❖ SD
- S4 HANA Project overview

ORGANIZATION MANAGEMENT

- Creation of Organization structure using Simple Maintenance & Expert Mode, Creation of Organization Units, Jobs, Positions, Task
- Reporting Structure, Creation of Job Profile using Task Catalog as per the requirement of Client
- Enterprise Structure
- Define Company, Company Code, Personnel Area, Personnel Subarea, Employee Group, and Employee Sub Group
- Assignment of Company code to company, Assignment of Company Code to Personnel Area, Assignment of Employee Group to Employee Subgroup

RECRUITMENT

- Workforce Requirement & Advertisement, Media, Instrument, Create Vacancy, Applicant Administration
- Administrator or Personnel Officer, Applicant Structure, Applicant Group, Applicant Range, Create unsolicited group, Applicant Selection, Applicant Status, Applicant Actions, Applicant Master Data

BENEFITS

- Basic Settings, Benefits Area, Assignment of Currency to Benefit Area, Benefits Provider

Dependents & Beneficiaries, Plan Attributes, Define Employee Groupings for Employee criteria groups

- Parameter groups, Salary groups, Age groups, Seniority groups
- Combined Coverage, Employee Eligibility, Participation Termination
- Enrollment, Cost groupings & Credit groupings, Coverage groupings Employee contribution groupings, Employer contribution groupings
- Customization of Health Plan Reporting in Human Resource

TIME MANAGEMENT

- Creation of Public Holidays, Holiday Calendar, Grouping of Personnel Subareas, Customization of Daily Work Schedule, Period Work Schedule, Work Schedule Rule
- Time data recording & administration, Creation of absence catalogue, absence counting rules, and assignment to absence types
- Overtime compensation and maintenance of leave entitlements and leave quotas
- Overtime, Availability

PAYROLL

- Creation of Payroll Accounting Area, Creation of Payroll organization, payroll accounting area and payroll periods
- Creation of pay scale structure consisting the elements Pay scale type, Pay scale area, Pay scale group, Pay scale levels and the employee sub groups for the CAP
- Creation of basic wage elements for payroll accounting, Created wage types for Basic payments (0008), Recurring payments and deductions (0014)
- Grouping for Primary Wage types
- Wage Type Permissibility for PSA & Employee Subgroup
- Maintained Valuation of Wage types, Pay roll processing, configuring pay slip

INTEGRATION

- FI-HR Integration
- FI-MM-SD-HR Integration (Overview)

RESUME GUIDLINES

Partners

Microsoft Partner | NSDC National Skill Development Corporation | ERICSSON | Panasonic | CBS SAP Gold Partner | PMKVY | AUTODESK

D-58, Sector-2, Red FM Lane, Noida-201301 +91-9212172602, 0120-4535-353

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